

FAST Coaching:

Manage as you Coach, Coach as you Manage



FULL CIRCLE
COACHING

Your Full Circle coaches

Originally from South Africa and now based in Northern Ireland, **Melanie Donnelly** established Full Circle Coaching in 2004 and is now one of the most respected Performance Coaches in the Irish Arena. She applies her coaching and mentoring skills to organisations, SMEs and private individuals throughout Ireland. Her role is to help clients identify and focus on their priorities, eliminate the blocks that impede peak performance and maximise performance. An inspiring and motivational coach, she is thoroughly results orientated, always seeking to achieve the best for the organisation and the individuals within it.

Carole Pemberton is the founder of Coaching To Solutions. She is an executive coach working with leaders in sectors as diverse as central government departments, universities, mobile phones, global mining and property development. She has over 20 years experience of helping individuals and organisations to achieve more in performance and career terms. Her background in management consultancy, research and journalism means that she is able to take ideas drawn from research and present them in ways that are relevant for pragmatic business focussed managers. She is a member of the Faculty of the Academy of Executive Coaching, and teaches with the Leadership Foundation for Higher Education. She is the author of a number of career and management books of which 'Coaching to Solutions' is the latest.

Cost: £235 per delegate

Venue:

Holiday Inn
22 Ormeau Avenue, Belfast

Book by post:

Full Circle Coaching
Cedar Grove
Holywood
Co. Down

Please make cheques payable to:
Full Circle Coaching

Book online at:

www.myfullcircle.co.uk

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FAST Coaching:
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3rd September 2008

**9.30am – 4.30pm,
Holiday Inn, Belfast**

FAST Coaching:

Manage as you Coach, Coach as you Manage

A full day workshop with Melanie Donnelly of Full Circle Coaching and Carole Pemberton of Coaching to Solutions

Get results FAST

Many organisations expect their managers to coach, and yet most managers receive little or no training for this role. Coaching is a highly effective means of improving the performance, retention and motivation of staff, so preparing managers to coach is a sensible and productive use of valuable resources. The effect on bottom line can be dramatic - on average, coaching produces a return on investment of six times its cost.

The rationale underpinning coaching is clinically simple, yet effective – it is about helping to peel back limiting thoughts and prejudices so that staff find their own solutions. This is a skill that any competent manager can acquire. And, because it encourages a personal commitment to action, coaching brings about lasting growth and change in people.

The FAST Coaching Programme from Full Circle Coaching is a short, intensive full day programme specifically designed to equip your managers with the skills to coach as part of their daily regime in ways that are Focussed, Action orientated, Solution building and Timely (FAST).



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Managers attending this programme will develop the skills to:

- deliver coaching as an integral part of their daily management regime
- enable staff to recognise and utilise their own internal resources
- view problems and challenges from a different perspective and support them through their resolution
- draw on a wide range of coaching skills that can be applied in diverse job-related situations

This FAST Coaching Workshop is designed for:

- Organisations who want to develop a pool of internal coaching skills
- Managers who coach staff but who have had little or no formal preparation in this field
- Managers who are taking on a coaching role

Programme Format:

A full day session by Melanie Donnelly and Carole Pemberton, specialists in Performance Coaching, the programme will instil the essential skills of coaching:

- an introduction to the principles of FAST coaching, with an emphasis on practice
- using open questions to understand, probe, challenge and develop ideas
- asking closed questions to pin down agreement and next actions
- actively listening to understand what motivates and interests, or bores or demotivates staff

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